Human Resources Metric
CCH Board of Directors

Barbara Pryor

Chief Human Resources Officer

February 28, 2019

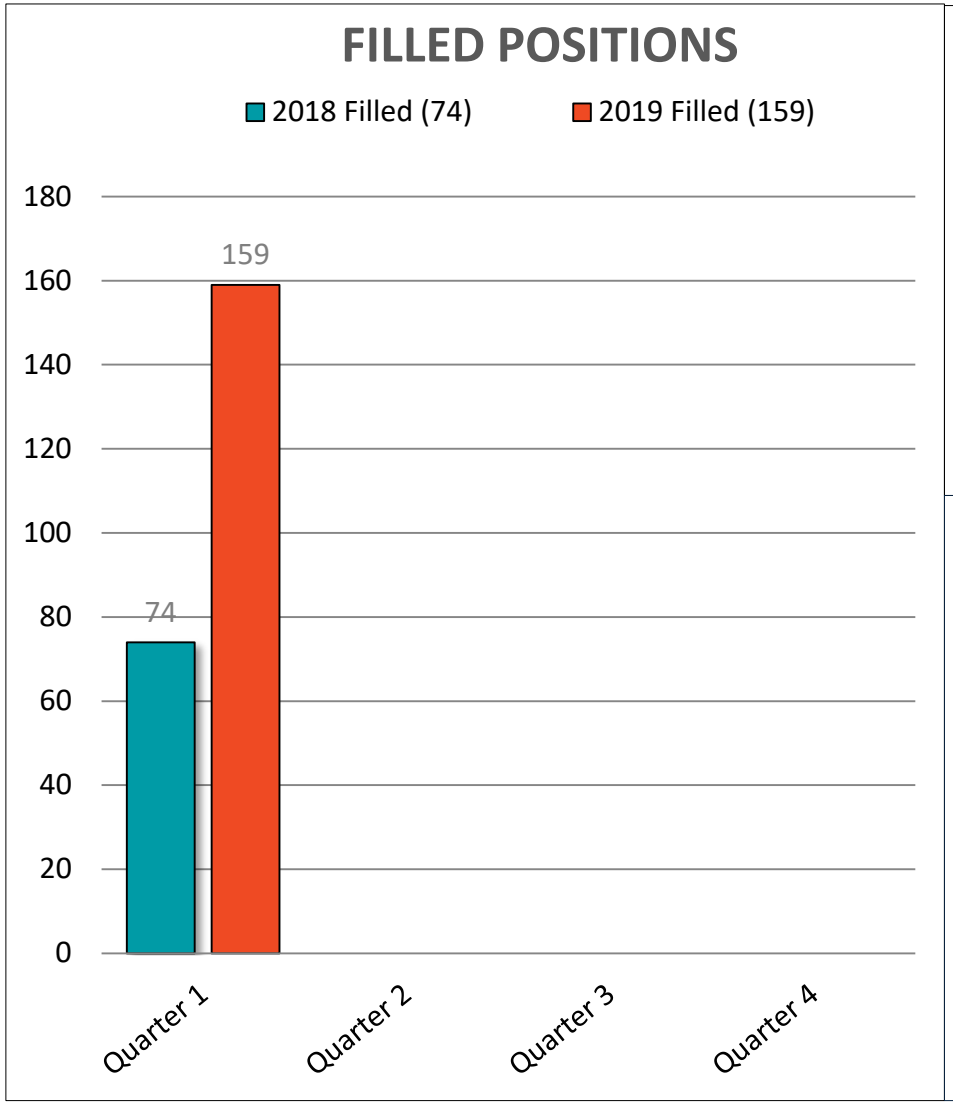
COOK COUNTY HEALTH

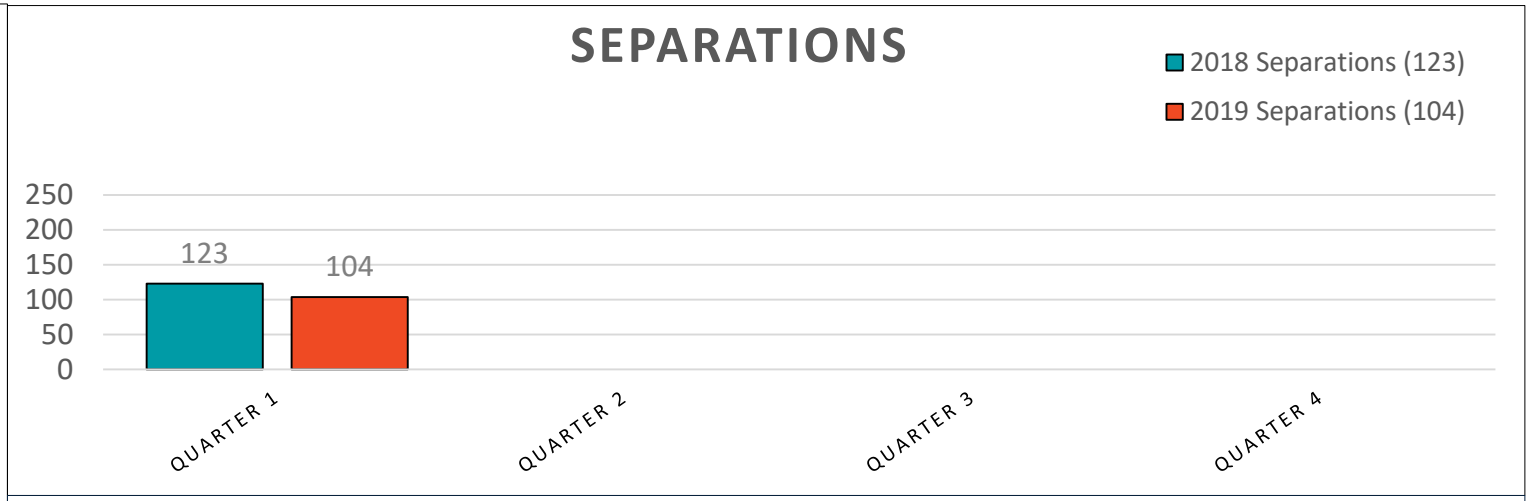
Metrics

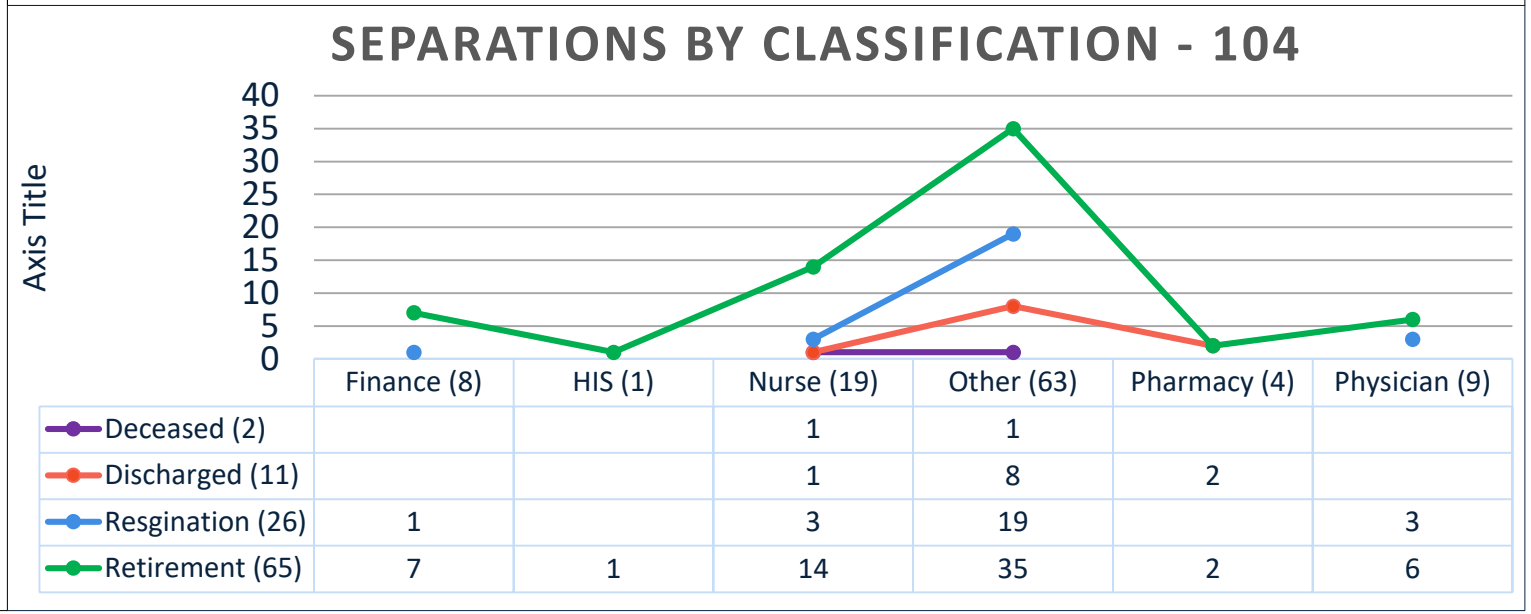
COOK COUNTY HEALTH

CCH HR Activity Report – Open Vacancies

Thru 01/31/2019







	Finance (8)	HIS (1)	Nurse (19)	Other (63)	Pharmacy (4)	Physician (9)
Deceased (2)			1	1		
Discharged (11)			1	8	2	
Resgination (26)	1		3	19		3
Retirement (65)	7	1	14	35	2	6

COOK COUNTY HEALTH

Does not include Consultants, Registry and House Staff

CCH HR Activity Report – Turnover

CCH TURNOVER

Turnover Year-to-Date

Head Count: 6,293

YTD Cumulative Totals:	Quarter 1	Quarter 2	Quarter 3	Quarter 4
FY19 CCHHS Turnover	2.4%			
FY18 CCHHS Turnover	2.3%			
FY17 U.S. IL Health & Hospital Assoc. Turnover Data	3.7%			
FY18 U.S. Dept. of Labor Turnover Data	3.7%			

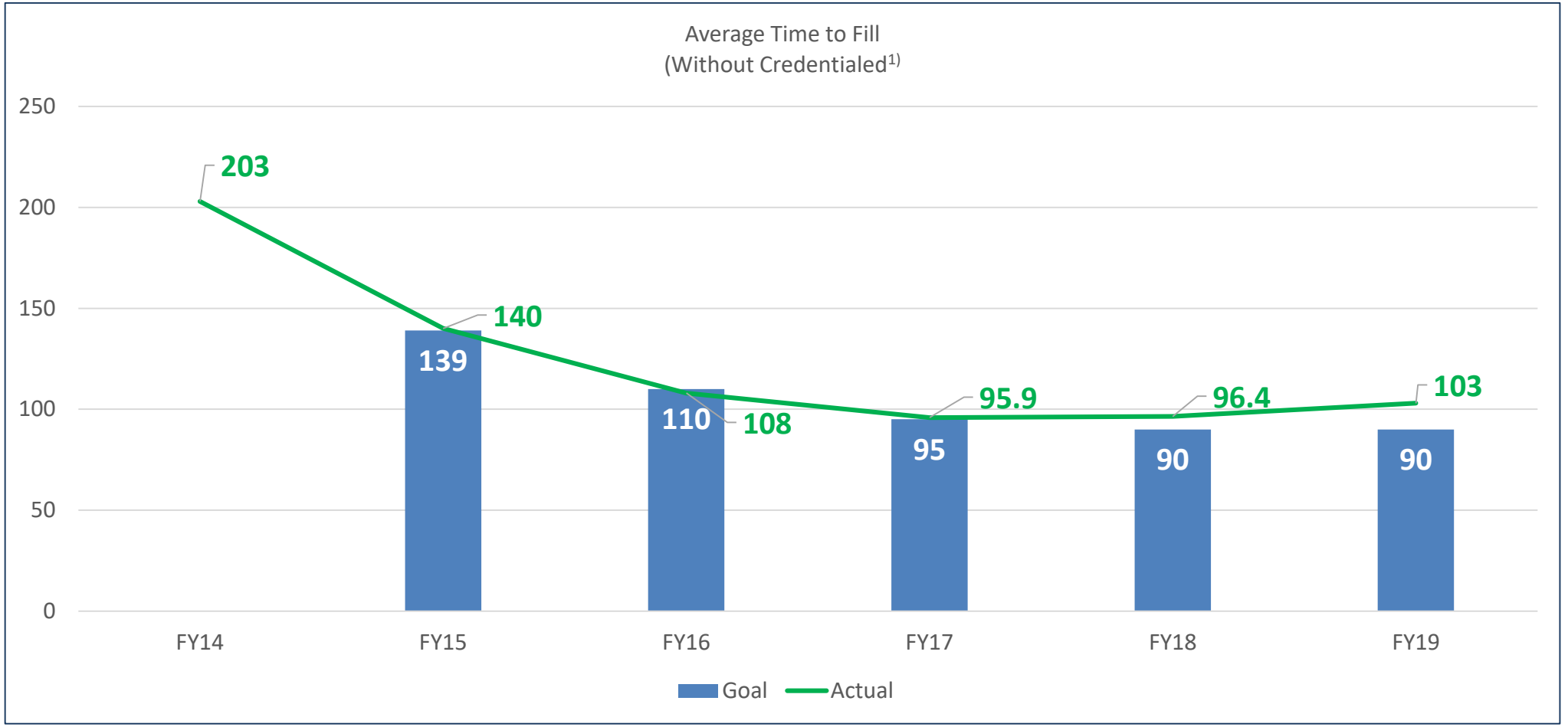
COOK COUNTY HEALTH

Include Consultants, Registry and House Staff

FY18 data is through 01/31/2019

CCH HR Activity Report – Open Vacancies

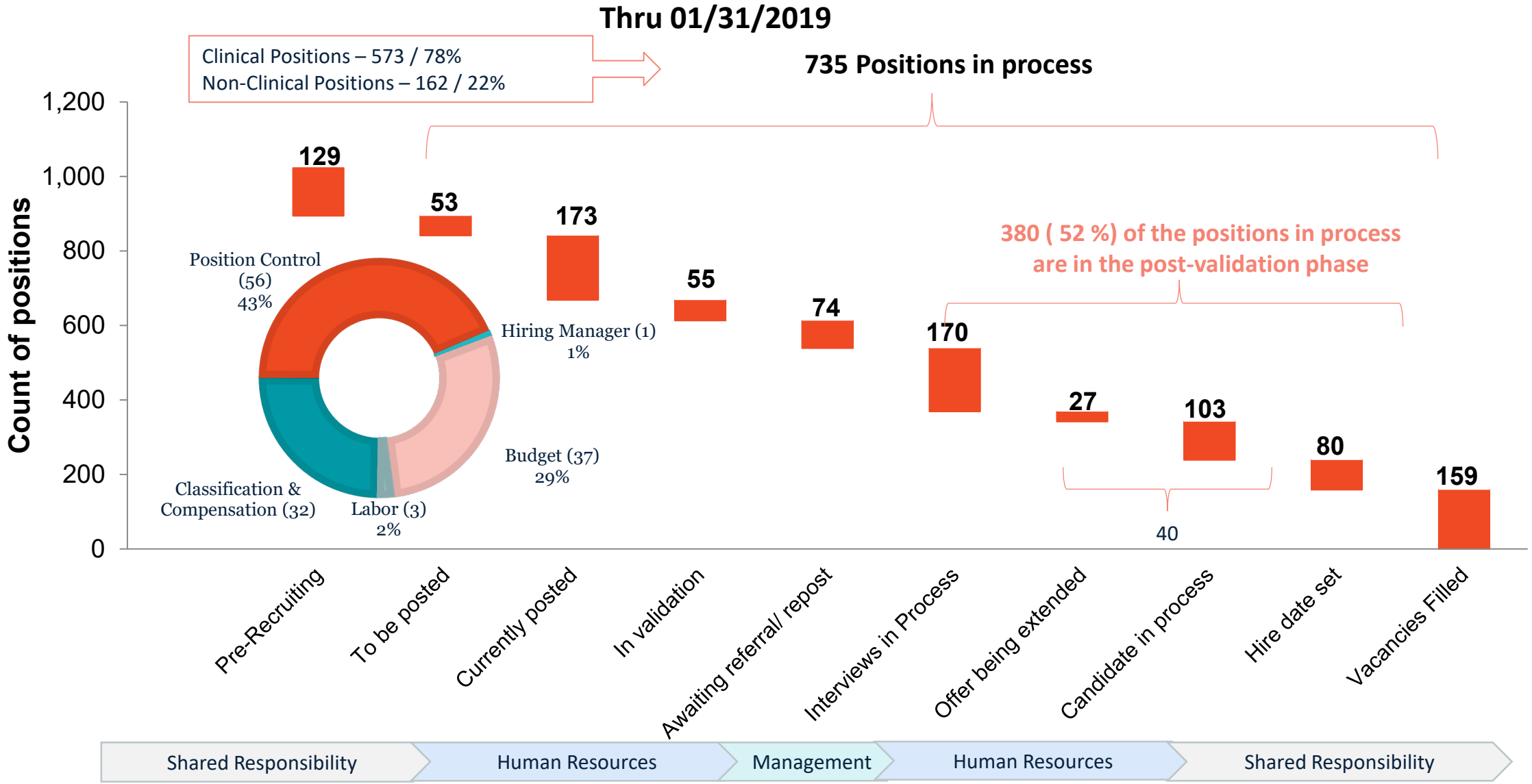
Improve/Reduce Average Time to Hire*



COOK COUNTY HEALTH

[1]*Credentialed Positions: Physicians, Psychologist, Physician Assistant I and Advanced Practice Nurses.*

CCH HR Activity Report – Hiring Snapshot



COOK COUNTY HEALTH

864 Vacant positions

Thank you.

COOK COUNTY HEALTH

Appendix

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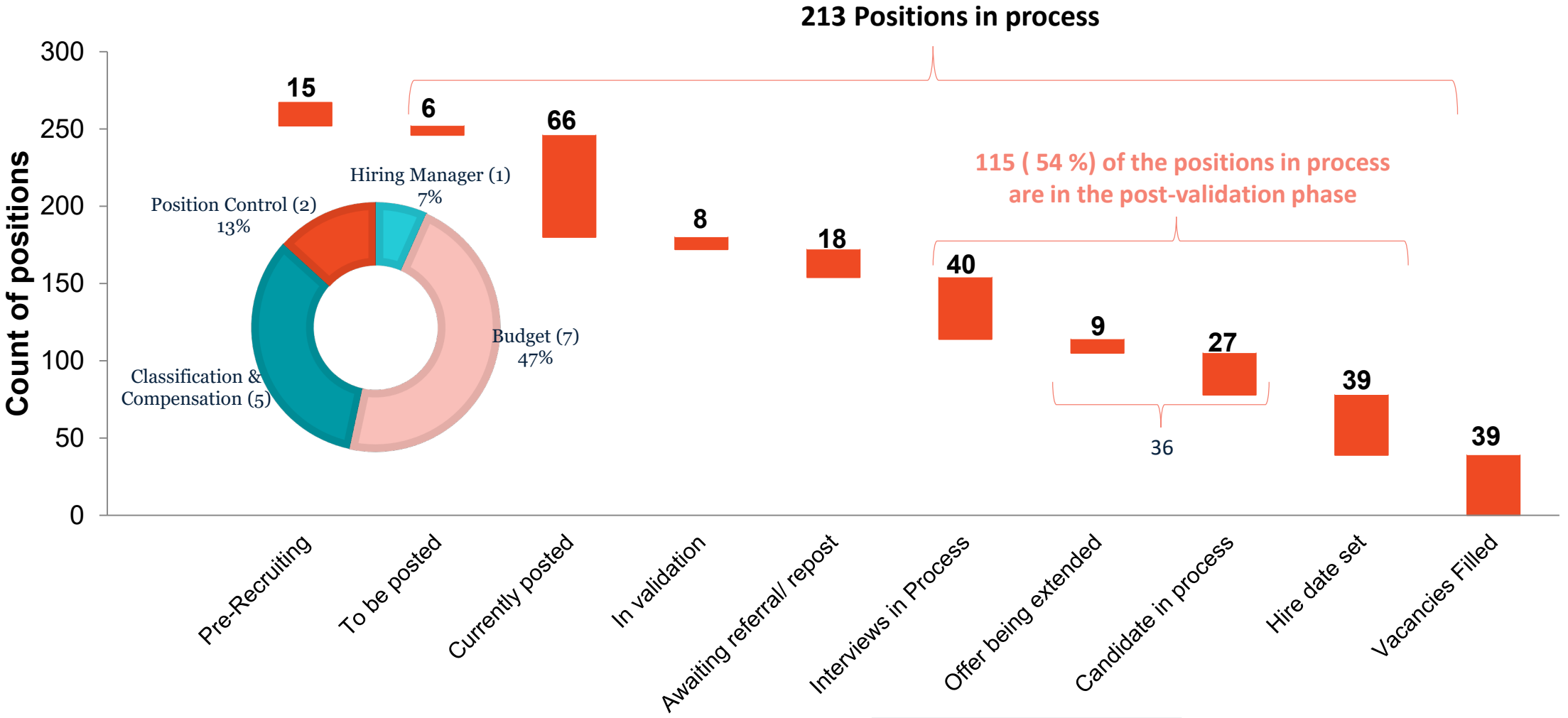
CCH HR Activity Report – Nursing Hiring Snapshot

Thru 01/31/2019



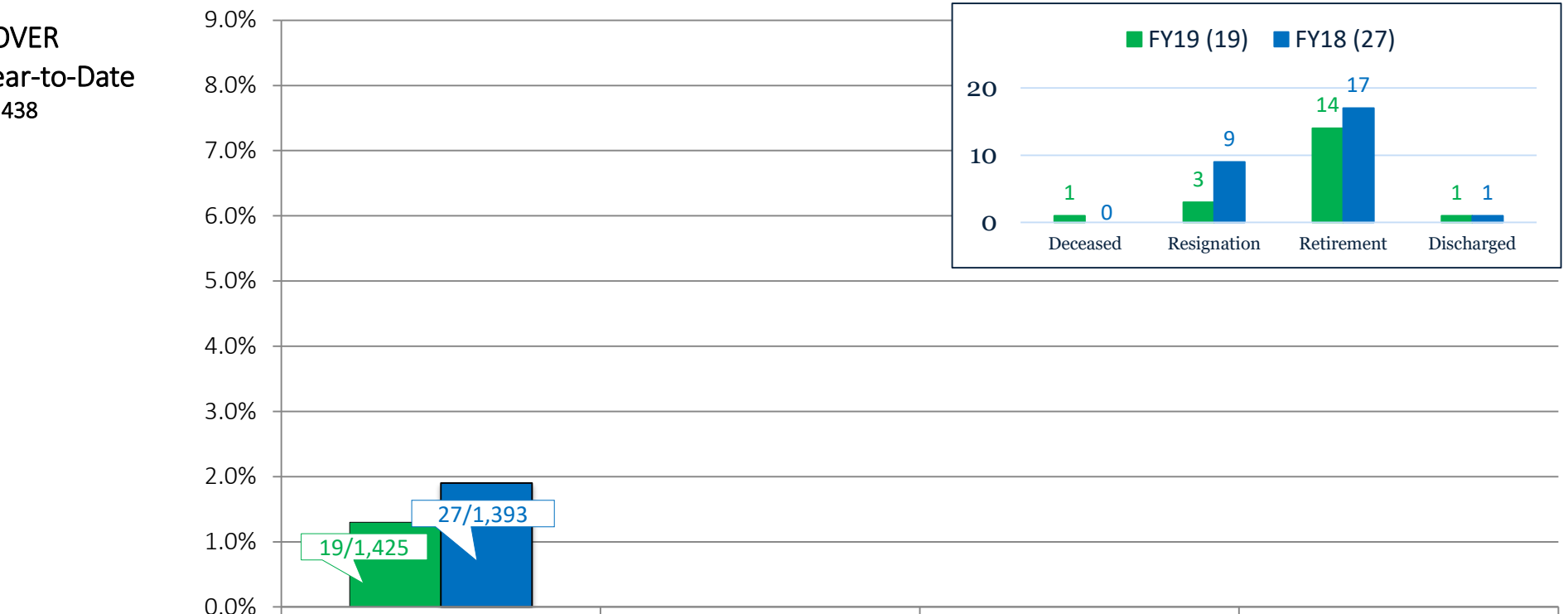
228 Vacant positions

Nursing Activity Report – Turnover

CCH TURNOVER

Turnover Year-to-Date

Head Count: 1,438



YTD Cumulative Totals:	Quarter 1	Quarter 2	Quarter 3	Quarter 4
FY19 CCHHS Turnover	1.3%			
FY18 CCHHS Turnover	1.9%			

Include Registry

FY19 data is through 01/31/2019

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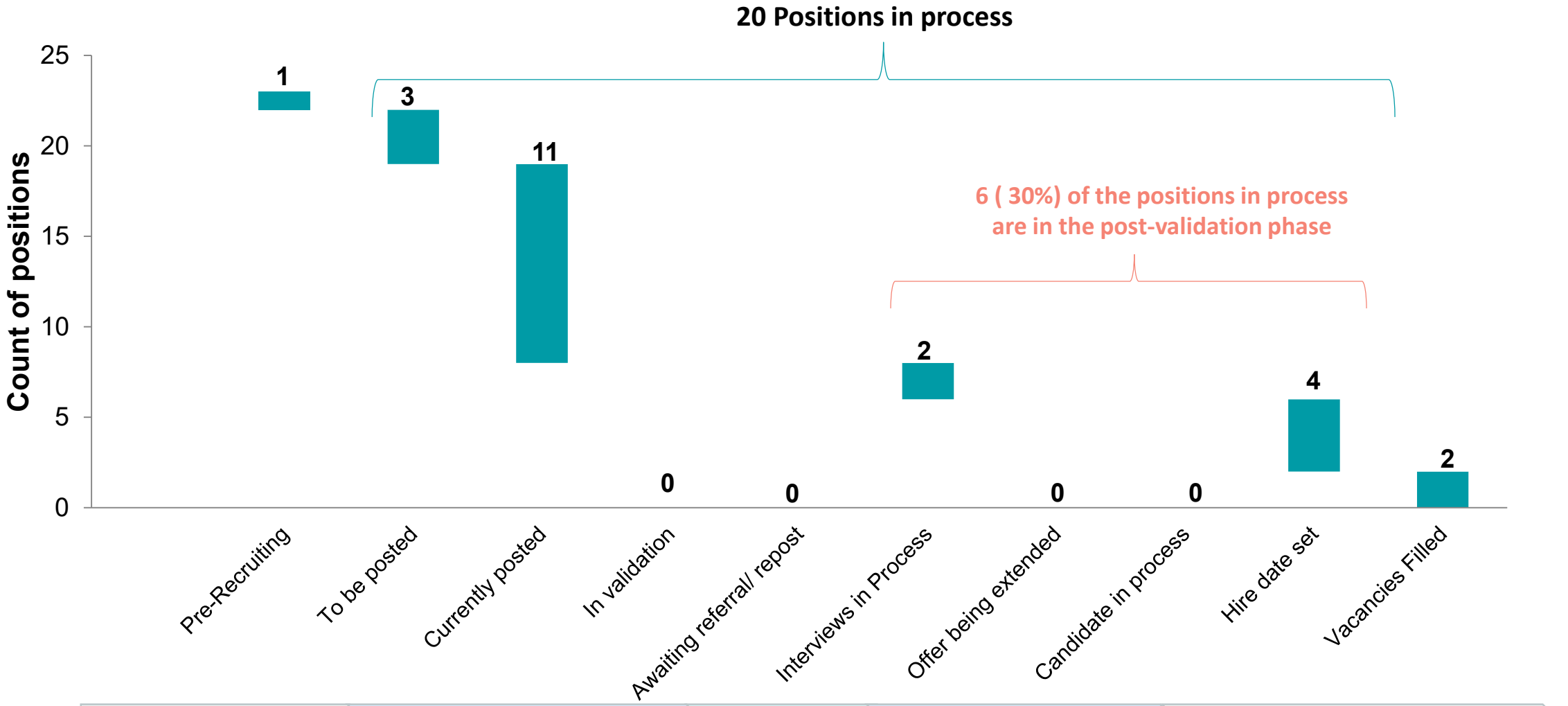
FY19: 1,425 - Nurses / 19 - Separations

FY18: 1,393 – Nurses / 27 - Separations

CCH HR Activity Report – Revenue Cycle Hiring Snapshot

Thru 1/31/ 2019



21 Vacant positions